



March 1, 2019

VIA EMAIL (eddwarnnotice@edd.ca.gov) AND OVERNIGHT DELIVERY

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VIA OVERNIGHT DELIVERY

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Lily Mei, Mayor
City of Fremont
City Hall, 3300 Capitol Avenue
Fremont, CA 94538

VIA OVERNIGHT DELIVERY

Wilma Chan, President
Alameda County Board of Supervisors
Administration Building
1221 Oak Street, #536
Oakland, CA 94612

Re: Notice Pursuant to Worker Adjustment and Retraining Notification Act - Updated

This letter supersedes information previously provided.

As previously reported, Tesla recently announced it is undergoing an effort to manage and proactively lower costs in order to make our products as affordable as possible so we can make them available to as many people as possible. This is ultimately our mission: to accelerate the world to sustainable energy; it's a challenging one that requires Tesla to work harder than other manufacturers to survive. In order to do this, we recently made the difficult decision to reorganize teams and operations, and reduce our full-time Tesla global headcount by approximately 7%.

As a result, individuals employed by Tesla, Inc. (directly or through the affiliated employing entity) at various locations within Fremont¹ (collectively, "the Facility") will be impacted on a rolling basis, starting March 20, 2019.

¹ The Fremont work locations covered in this letter are: 45500 Fremont Blvd., 6800 and 6900 Dumbarton Circle, 901 Page, 47700 Kato Road, 1055 Page Road, 47400 Kato Road, 45201 Fremont Blvd., and 47623 Fremont Blvd.

These are very difficult decisions and we have prepared our team to assist with any questions impacted employees may have during this transition and are here to help. We are thankful for everything they have done to advance our mission and are deeply grateful for their contributions to Tesla.

As a result of this action, some employees at the Facility may transfer to other locations and some positions will be eliminated. Impacted employees will continue to be employed and to receive their normal pay and benefits for at least 60 days from their date of notification.

This action is expected to be permanent. Because Tesla does not recognize bumping rights for employees affected by this action, terminated employees may not displace remaining employees based on seniority or any other factor. Affected employees have been notified and provided detailed information on next steps, and will be paid all wages and other benefits to which they are entitled through their date of separation. We provided as much notice as we can to impacted employees and prepared our team to assist in their transition.

This notice is provided pursuant to any possible obligation under the federal Worker Adjustment and Retraining Notification Act ("WARN"), and/or state equivalent. Based on current information, we anticipate that approximately 883 employees who work within Fremont will be impacted or separated from Tesla, on a rolling basis, starting no earlier than 60 days from their date of notification which in some cases may be as early as March 20, 2019, although impacted employees may transfer or choose to apply to open positions. Attached is an updated list of affected positions and corresponding number of affected employees at the Facility, updated to include currently-known information, although some may transfer to other locations and/or apply to other roles. *This information supersedes information previously provided.* No employees affected positions are represented by a union or any other collective bargaining representative. Additional information may be provided, as needed, as it becomes available.

Our internal Workforce Development team will be in touch shortly to coordinate resource sharing and training for impacted employees, if they have not done so already. Thank you for your support and please let us know if we can answer any questions you may have. For further information, please contact Dan Chia at 510-299-0210.

**UPDATED LIST OF AFFECTED JOB POSITIONS
AT THE FACILITY**

| <u>Job Title and Corresponding Number of Impacted Employees</u> | |
|--|---|
| Account Mgr | 1 |
| Analyst | 3 |
| Associate Application Support Specialist | 1 |
| Associate Engineer | 1 |
| Associate Integration Engineer | 1 |
| Associate Inventory Control Analyst | 1 |
| Associate Logistics Analyst | 1 |
| Associate Materials Planner | 1 |
| Associate Mgr Business Systems Analysis | 1 |
| Associate Mgr Manufacturing | 5 |
| Associate Mgr Materials | 1 |
| Associate Mgr Production Control | 1 |

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|--|----|
| Associate Mgr Production Line Maintenance | 2 |
| Associate Mgr Security | 1 |
| Associate Mgr Service, Auto | 1 |
| Associate Mgr Staffing | 2 |
| Associate Mgr Technical Programs | 1 |
| Associate Mgr Technical Support | 2 |
| Associate Paralegal | 1 |
| Associate Project Mgr | 3 |
| Associate Real Estate Specialist | 1 |
| Associate Software Development Engineer | 1 |
| Associate Technical Project Mgr | 1 |
| Associate Training Instructor | 1 |
| Business Intelligence Analyst | 3 |
| Business Systems Specialist | 1 |
| Compliance Administrator II | 1 |
| Compliance Administrator III | 2 |
| Content Producer | 2 |
| Customer Service Support II | 9 |
| Customer Service Support III | 1 |
| Customer Service Support IV | 1 |
| Data Center Operations Technician I | 1 |
| Data Engineer | 1 |
| Data Operations Support I | 1 |
| Delivery Experience Specialist II | 12 |
| Delivery Experience Specialist IV | 2 |
| Designer - UI/UX | 1 |
| Designer III, Solar and Energy | 1 |
| Desktop Support Technician III | 2 |
| Desktop Support Technician IV | 1 |
| Dir Finance | 1 |
| Dir Manufacturing | 1 |
| Dir Software Engineering | 1 |
| Electrician I, Energy | 1 |
| Electrician II, Energy | 1 |
| Electrician IV, Energy | 1 |
| Electrician V, Facilities | 2 |
| Engineer | 5 |
| Engineering Technician I | 11 |
| Engineering Technician II | 17 |
| Engineering Technician III | 9 |
| Engineering Technician IV | 5 |
| Engineering Technician Lead | 2 |
| Environmental Sustainability Technician I | 1 |
| Environmental Sustainability Technician II | 3 |
| Equipment Maintenance Technician I | 11 |
| Equipment Maintenance Technician II | 12 |
| Equipment Maintenance Technician III | 15 |
| Equipment Maintenance Technician IV | 6 |
| Facilities Assistant II | 3 |

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|---------------------------------------|----|
| Facilities Assistant III | 2 |
| General Manager Associate | 1 |
| HR Associate II | 1 |
| HR Associate III | 5 |
| HR Associate IV | 1 |
| Industrial Engineer | 1 |
| Inside Delivery Advisor IV | 6 |
| Inside Sales Advisor III | 1 |
| Inside Sales Advisor IV | 56 |
| Inventory Control Analyst | 1 |
| Lead Customer Service Support | 1 |
| Lead Inside Sales Advisor | 3 |
| Lead Maintenance Support | 1 |
| Lead Production Associate IV | 1 |
| Lead Quality Inspector IV | 7 |
| Lead Quality Inspector V | 1 |
| Lead Security Protection Specialist | 2 |
| Maintenance Support I | 1 |
| Maintenance Support II | 2 |
| Maintenance Support III | 1 |
| Manufacturing Engineer | 4 |
| Manufacturing Equipment Engineer | 6 |
| Manufacturing Technician I | 3 |
| Manufacturing Technician II | 3 |
| Manufacturing Technician III | 1 |
| Marketing Communications Specialist | 1 |
| Material Handler I | 18 |
| Material Handler II | 2 |
| Materials Planner | 1 |
| Mechanical Design Engineer | 2 |
| Mgr Applications Engineering | 2 |
| Mgr EHS | 2 |
| Mgr Engineering | 1 |
| Mgr Information Security | 1 |
| Mgr IT Operations | 1 |
| Mgr Manufacturing | 2 |
| Mgr Manufacturing Engineering | 2 |
| Mgr Materials | 2 |
| Mgr Process Engineering | 2 |
| Mgr Programs | 1 |
| Mgr Security | 1 |
| Mgr Staffing | 1 |
| Mgr Technical Programs | 1 |
| Organizational Development Specialist | 1 |
| Ownership Loyalty Advisor | 1 |
| Process Engineer | 3 |
| Process Technician I | 8 |
| Process Technician II | 6 |
| Process Technician III | 7 |

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|-----------------------------------|----|
| Process Technician IV | 3 |
| Production Associate I | 34 |
| Production Associate II | 31 |
| Production Associate III | 8 |
| Production Associate IV | 2 |
| Production Planner | 2 |
| Program Mgr | 2 |
| Project Coordinator II | 2 |
| Project Coordinator III | 3 |
| Project Coordinator IV | 1 |
| Project Mgr | 9 |
| QA Engineer | 1 |
| QA Technician I | 1 |
| QA Technician II | 1 |
| Quality Inspector | 1 |
| Quality Inspector I | 7 |
| Quality Inspector II | 27 |
| Quality Inspector III | 13 |
| Quality Inspector IV | 8 |
| R&D Machinist I | 1 |
| R&D Machinist III | 1 |
| Receptionist III | 1 |
| Recruiter | 6 |
| Remanufacturing Technician I | 1 |
| Remanufacturing Technician II | 5 |
| Remanufacturing Technician III | 1 |
| Roadside Support Specialist II | 4 |
| Roadside Support Specialist III | 3 |
| Roadside Support Specialist IV | 4 |
| Security Guard III | 2 |
| Security Guard IV | 2 |
| Security Guard Lead | 1 |
| Service Technician I, Auto | 26 |
| Service Technician II, Auto | 45 |
| Service Technician III, Auto | 8 |
| Service Technician IV, Auto | 1 |
| Shipping Coordinator II | 1 |
| Software Applications Engineer | 1 |
| Software Development Engineer | 3 |
| Sr Account Mgr | 1 |
| Sr Analyst | 1 |
| Sr Application Support Specialist | 1 |
| Sr Applications Developer | 1 |
| Sr Business Intelligence Analyst | 6 |
| Sr Buyer - Planner | 1 |
| Sr Construction Project Mgr | 1 |
| Sr Corporate Counsel | 1 |
| Sr Dir Supply Chain | 1 |
| Sr EHS Specialist | 1 |

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| Sr Engineer | 3 |
| Sr Environmental Compliance Specialist | 1 |
| Sr Industrial Engineer | 1 |
| Sr Information Security Engineer | 2 |
| Sr Manufacturing Controls Engineer | 1 |
| Sr Manufacturing Engineer | 6 |
| Sr Manufacturing Equipment Engineer | 2 |
| Sr Materials Planner | 1 |
| Sr Mechanical Design Engineer | 7 |
| Sr Mgr Applications Engineering | 1 |
| Sr Mgr HR | 1 |
| Sr Mgr Logistics | 1 |
| Sr Mgr Materials | 1 |
| Sr Mgr Mechanical Design Engineering | 1 |
| Sr Mgr Production Line Maintenance | 1 |
| Sr Mgr Programs | 1 |
| Sr Mgr QA Engineering | 2 |
| Sr Mgr Staffing | 1 |
| Sr Packaging Engineer | 1 |
| Sr Process Engineer | 3 |
| Sr Product Mgr | 3 |
| Sr Program Mgr | 3 |
| Sr Project Mgr | 9 |
| Sr QA Engineer | 2 |
| Sr Recruiter | 3 |
| Sr Reliability Engineer | 1 |
| Sr Sales Engineer | 1 |
| Sr Security Specialist | 1 |
| Sr Security Threat Investigator | 1 |
| Sr Shop Manager | 1 |
| Sr Software Applications Engineer | 3 |
| Sr Software Development Engineer | 5 |
| Sr Staff Product Mgr | 1 |
| Sr Staff Software Development Engineer | 1 |
| Sr Strategic Business Developer | 1 |
| Sr Supplier Quality Engineer | 1 |
| Sr Supply Chain Analyst | 1 |
| Sr Systems Engineer | 1 |
| Sr Technical Project Mgr | 3 |
| Sr Technical Training Instructor | 1 |
| Sr Technical Writer | 1 |
| Sr Telecommunications Engineer | 1 |
| Sr Test Engineer | 1 |
| Staff Business Process Analyst | 1 |
| Staff Content Producer | 2 |
| Staff Engineer | 1 |
| Staff Manufacturing Controls Engineer | 1 |
| Staff Manufacturing Engineer | 1 |
| Staff Program Mgr | 1 |

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| Staff Project Mgr | 1 |
| Staff QA Engineer | 1 |
| Staff Recruiter | 2 |
| Staff Retail Design Planner | 1 |
| Staff Software Applications Engineer | 3 |
| Staff Software Development Engineer | 2 |
| Staff Systems Design/Architecture Engineer | 1 |
| Staff Systems Engineer | 1 |
| Staff Technical Program Mgr | 1 |
| Staff Technical Project Mgr | 2 |
| Statistician | 1 |
| Supervisor Facilities | 1 |
| Supervisor HR Operations | 1 |
| Supervisor Inside Sales | 5 |
| Supervisor Manufacturing | 38 |
| Supervisor Manufacturing Operations | 1 |
| Supervisor Materials | 2 |
| Supervisor Production Control | 6 |
| Supervisor Production Line Maintenance | 5 |
| Supervisor Program | 2 |
| Supervisor Service | 1 |
| Supervisor Technical Support | 1 |
| Supply Chain Analyst | 1 |
| Systems Administrator | 1 |
| Systems Engineer | 2 |
| Tech Support Specialist I | 2 |
| Tech Support Specialist II | 21 |
| Tech Support Specialist III | 10 |
| Technical Program Mgr | 1 |
| Technical Project Mgr | 1 |
| Tool and Die Specialist IV | 1 |
| Training Coordinator II | 4 |
| Training Coordinator III | 1 |
| Trimmer IV | 1 |
| Used Vehicle Sales Advisor | 2 |
| Vehicle Support Specialist II | 5 |
| Vehicle Support Specialist III | 3 |
| Vehicle Support Specialist IV | 3 |